



***Installation Management
Agency (IMA)***



Why Change?

- **Provide corporate structure focused on installation management**
- **Support & Enable Mission Commanders**
- **MACOM Commanders' influence through Installation Management Board Of Directors (BOD)**
- **Eliminate migration of Installation Support dollars (BASOPS, Envr, Family Programs, Base Commo, SRM)**
- **Achieve regional efficiencies**
- **Provide consistent and equitable services via “standards”**
- **Integrate Reserve Components**
- **Enhance Army Transformation**
- **Support Information Technology and Contracting centralization**



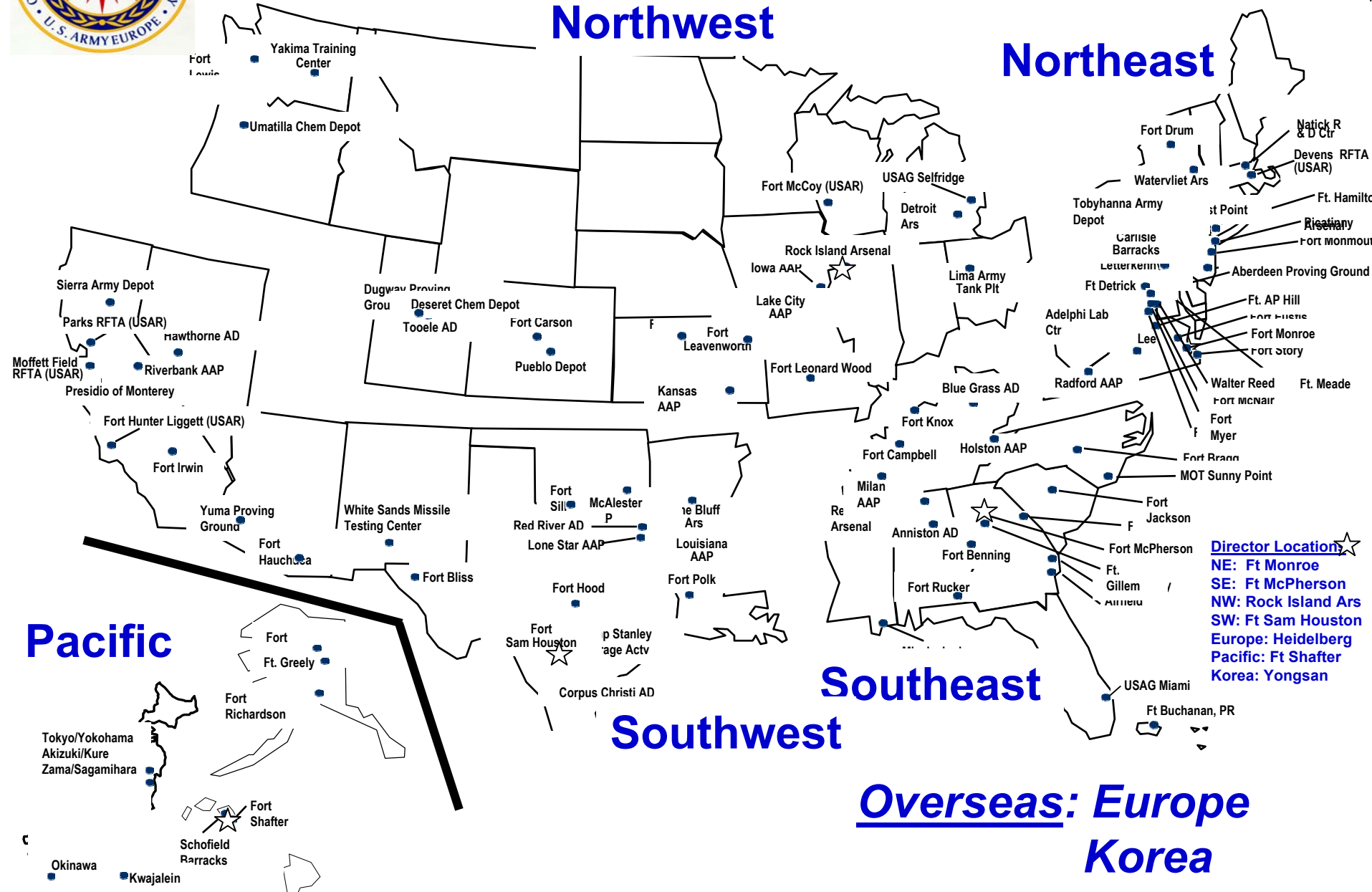
Northeast

Pacific

Southeast

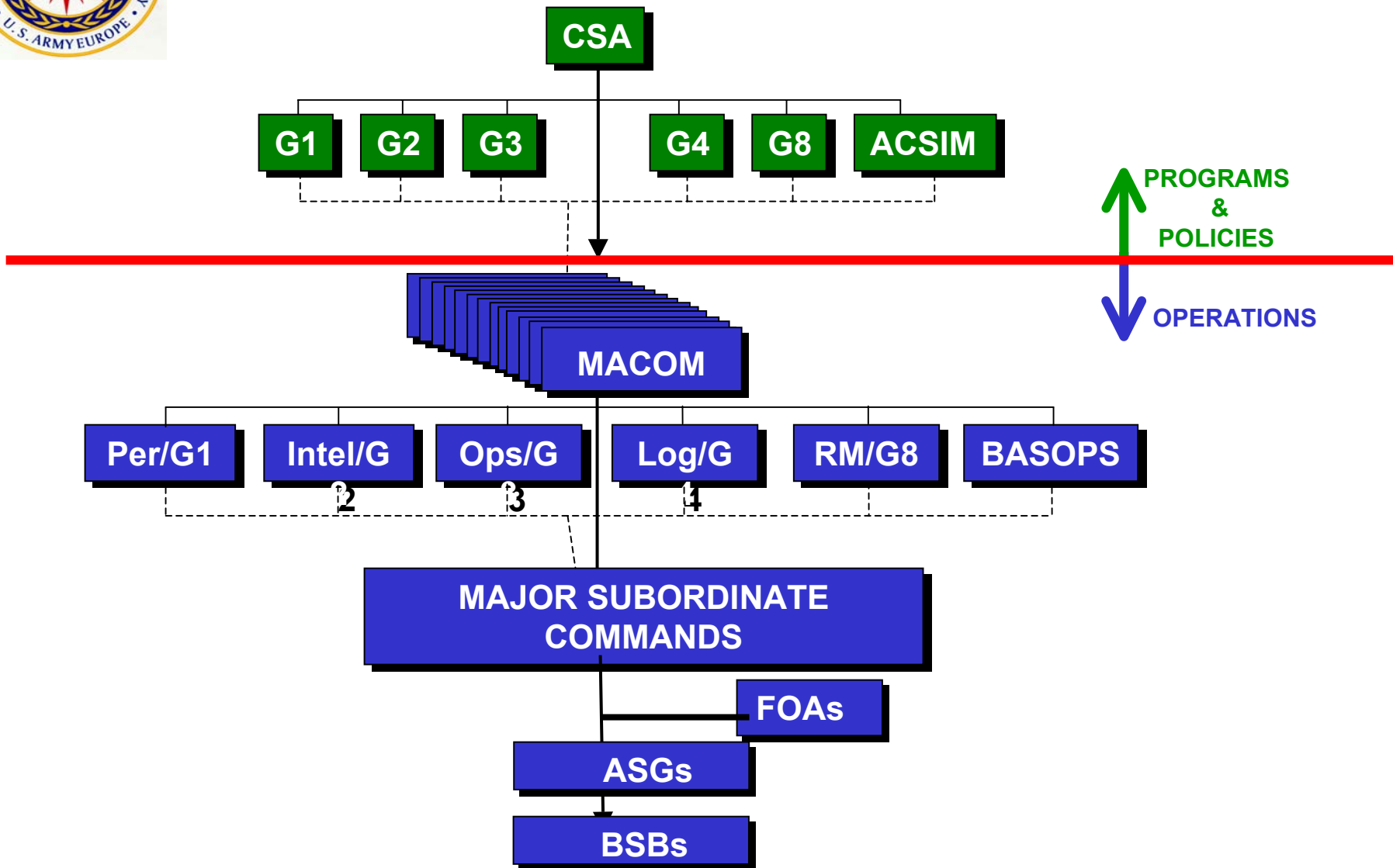
Southwest

Overseas: *Europe*
Korea



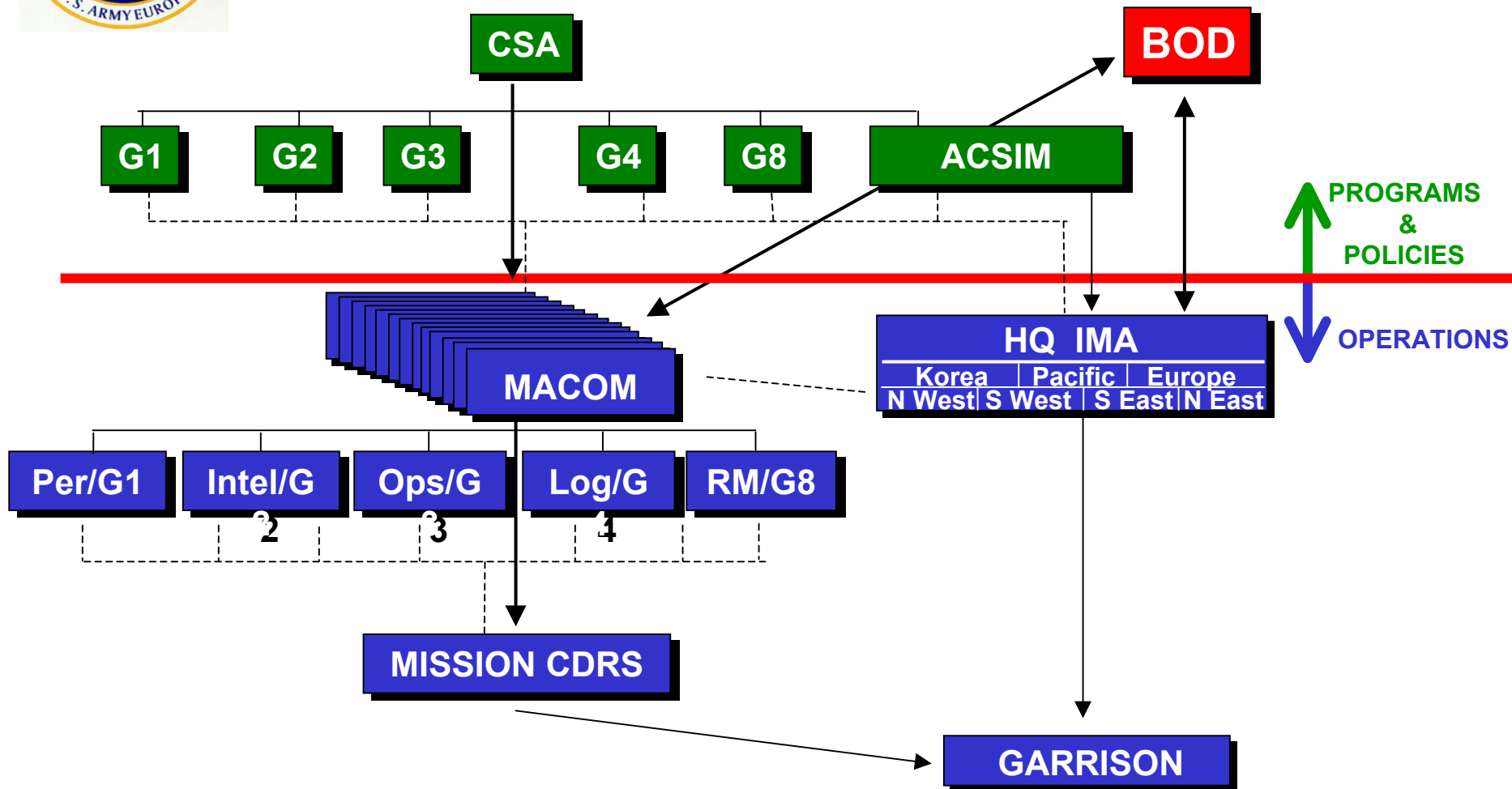


Today's Structure



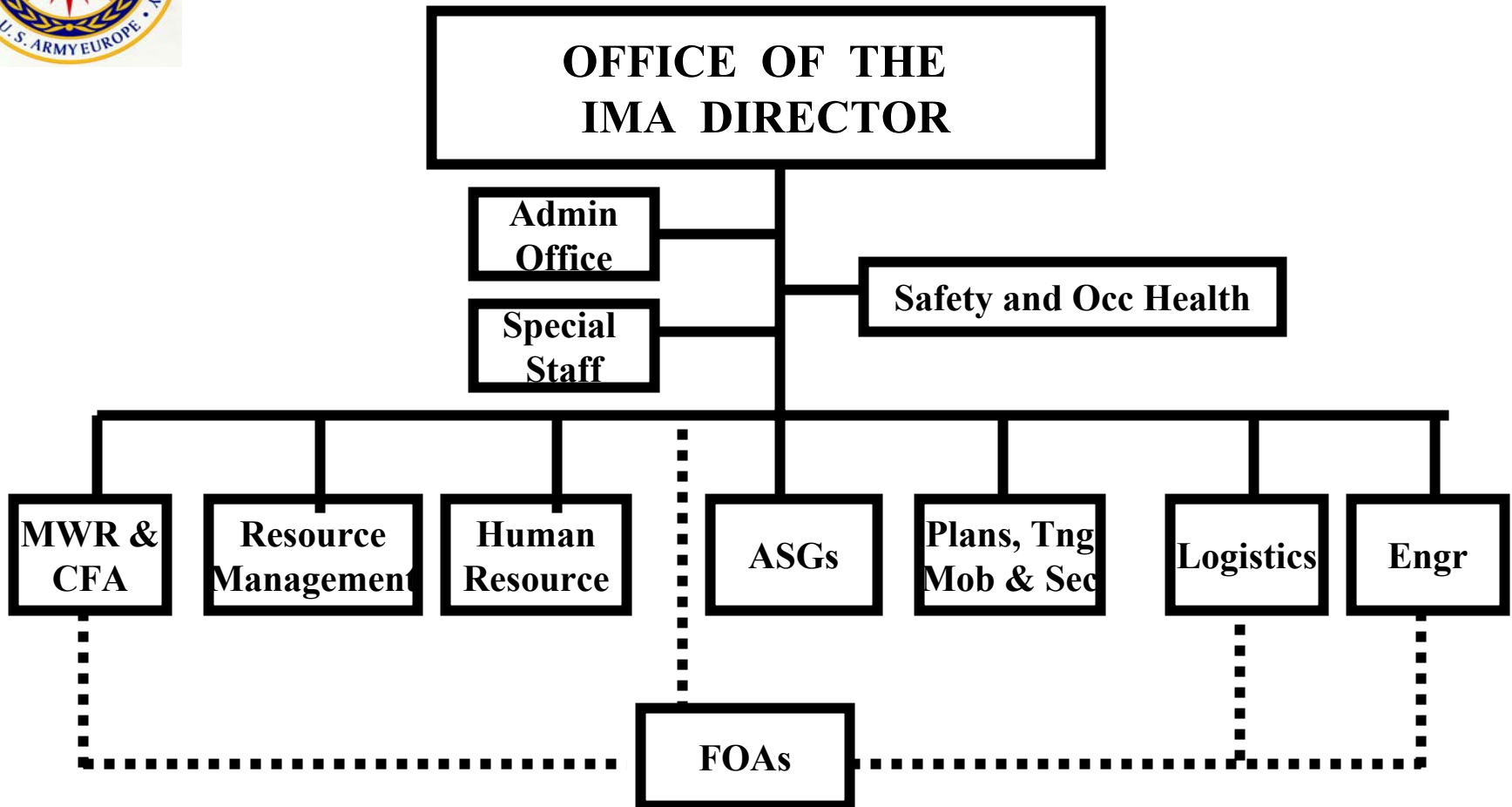


Installation Management Agency





IMA - Europe Region





How Will We Get There?

- **TWO PHASES:**
 - **Phase I: Employees will be assigned to Headquarters Installation Management Agency and the Regions, 01 Oct 02 for LN, 06 Oct 02 for APF, 3 or 10 Oct 02 for NAF**
 - **Employees will be transferred to an IMA region in Oct 02 with:**
 - ✓ **No geographic changes**
 - ✓ **No change to title, pay plan, series, grade**
- **Phase II: Realign the Europe IMA region based on end state requirements**
 - **Employees may be realigned to new organizational structures based on end state requirements.**
 - **Installations will be realigned into the IMA structure, NLT end FY04**



PERSONNEL PROCEDURES



Identification of Employees - Method 1

- **Employee performs the function being transferred at least half of the time**
- or**
- **Regardless of the amount of time, the function includes the employee's grade-controlling duties**



Identification of Employees - Method 2

- **Used when method 1 doesn't apply:**
 - Employee's duties are performed in both the gaining and losing activities, or
 - More than one employee performs the function
- **Retention standing is used to identify who will be transferred**
 - Inverse retention standing normally applied (lowest standing employees identified first)



NAF Employees

- **NAF employees currently working for the MACOM MWR management function will be transferred to the IMA region**
 - **No geographic changes**
 - **No change to title, pay plan, series, grade**
- **Regional staffing levels may need to be adjusted after October 2002**



Local National (LN) Employees

LN employees, identified to move, will be transferred to the IMA region with -

- No changes in employment conditions**
- No change to title, pay plan, series, grade**

LN employees remaining with HQUSAREUR will remain in place with -

- No changes in employment conditions**
- No change to title, pay plan, series, or grade**

All LN employees will remain in the HQUSAREUR works council agency



LN Works Council Agency

- **Current works council (HQ USAREUR Staff Offices) will continue to represent employees**
- **New IMA regional headquarters will be included**
- **New Works Council Agency definition will be issued 1 Oct 02.**



LN Labor Relations

- **Monthly briefings to the Head Works Council
USAREUR have been conducted**
- **Works Councils will be informed in writing**
- **Severely Handicapped Employee
Representative comments will be solicited**



Other Situations

- **Temporary employees will not transfer to IMA**
- **Temporary promotions will be terminated prior to the transfer of function**
- **Employees compete based on their permanent position**
- **Overseas employees will be notified if their CONUS position is affected**
 - **Return rights to obligated positions**



Phase 2

- **Appropriate staffing levels for IMA Europe region will be studied.**
- **Fill positions by:**
 - **Volunteers (canvass letters will be issued)**
 - **Directed reassignments**
 - **Recruitment**
- **Reassignments to be based on:**
 - **Mission requirements**
 - **Cross-leveling of skills**
 - **Cost**
 - **Employee Preference**



Installation Management Agency

What are your
questions?